

**AMENDED NOTICE TO ATTEND A HEARING
BY THE HEARING TRIBUNAL
OF THE**

COLLEGE OF REGISTERED NURSES OF ALBERTA (the “**COLLEGE**”)

pursuant to section 120(1) of the *Health Professions Act*

April 12, 2024

TO: SARA IDRIS

TAKE NOTICE that you, **SARA IDRIS, REGISTRATION #111,918**, (the “**Registrant**”) are required to attend on the **30th (thirtieth) day of April, 2024**, commencing at **9:30 (nine-thirty) o’clock a.m.**, at 11120 178 Street, Edmonton , Alberta, to have a preliminary matter of an admission pursuant to a section 70 of the *Health Professions Act* heard before the Hearing Tribunal of the College and anticipated hearing (the “**Hearing**”) thereafter into the complaint of the Registrant’s practice as a Registered Nurse (“**RN**”).

FURTHER TAKE NOTICE that the Registrant’s practice fell below the standard expected of a RN and constitutes unprofessional conduct, contrary to section 1(1)(pp) of the *Health Professions Act*, RSA 2000, c H-7 (“**Health Professions Act**”), including, but not limited to, the behavior described in the particulars below (the “**Hearing Particulars**”).

FURTHER TAKE NOTICE that for the purpose of this Notice and the Hearing Particulars, the following terms apply:

<i>Canadian Nurses Association (CNA) Code of Ethics (2017)</i>	“CNACE”
<i>CRNA’s Entry-Level Competencies for the Practice of Registered Nurses (2019)</i>	“CELCPRN”
<i>CRNA’s Protection of Patients from Sexual Abuse and Sexual Misconduct Standards (2019)</i>	“CPPSASMS”
<i>CRNA’s Practice Standards for Registrants (2023)</i>	“CPSR”
CRNA’s Professional Boundaries: Guidelines for the Nurse-Client Relationship	“CPBG”

FURTHER TAKE NOTICE that the Registrant's failure to attend at the hearing may, in itself, be found by the Hearing Tribunal to be unprofessional conduct, pursuant to section 1(1)(pp)(vii)(D) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant's failure to attend at the hearing may result in the Hearing Tribunal proceeding in the absence of the Registrant, pursuant to section 79(6) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Registrant may be compelled to testify at their hearing, pursuant to section 72(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE that Hearings of the Hearing Tribunal are open to the public unless the Hearing Tribunal directs otherwise, pursuant to section 78(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE of the following Hearing Particulars to be determined at the anticipated Hearing:

1. On or about October 15, 2023, the Registrant engaged in sexual misconduct towards [Patient 1] when, subsequent to the conclusion of the nurse-client relationship, [Patient 1] and the Registrant kissed.
2. On or about October 10, 2023, and while working on a short-stay psychiatric unit, the Registrant displayed a lack of judgment, failed to maintain professional boundaries and/or acted outside the scope of their professional responsibilities when they provided their phone number to [Patient 1] for the purpose of, among other things, developing a personal acquaintance to discuss a shared interest in travelling to the patient's home country, while [Patient 1] was under the Registrant's care.
3. On or about October 15, 2023, the Registrant displayed a lack of judgment, failed to maintain professional boundaries and/or acted outside the scope of their professional responsibilities when, subsequent to the conclusion of the nurse-client relationship, they visited [Patient 1], in person at his parents' residence where the patient was staying, at 9:30 p.m.
4. Between October 10, 2023 and January 29, 2024, the Registrant displayed a lack of judgment, failed to maintain professional boundaries and/or acted outside the scope of their professional responsibilities when they did one (1) or more of the following:
 - a. Engaged in personal communications with [Patient 1] on multiple occasions, including but not limited to text messages, telephone calls and/or communications using audio/video technology; and/or
 - b. Participated in an inappropriate personal relationship with [Patient 1].

5. On or about January 31, 2024, when the Complaints Director first contacted the Registrant regarding the Complaint, the Registrant failed to demonstrate adequate judgment, and failed to demonstrate honesty and integrity, when they were not forthright with the College of Registered Nurses of Alberta regarding their involvement with [Patient 1].

It is further alleged that the Registrant's conduct constitutes "unprofessional conduct", as defined in section 1(1)(pp)(i),(ii), and/or (xii) of the *Health Professions Act*, RSA 2000, c H-7 ("**HPA**"), and in particular:

1. The conduct underlying **Allegation 1**:
 - a. Constitutes "sexual misconduct" as defined by section 1(1)(nn.2) of the *HPA*; and/or
 - b. Contravenes *CRNA's Protection of Patients from Sexual Abuse and Sexual Misconduct Standards (2019)* ("**CPPSASMS**").
2. Further, or in the alternative, the conduct underlying **Allegation 1**, or any part of it:
 - a. Contravenes one (1) or more of the following: *Canadian Nurses Association Code of Ethics (2017)* ("**CNACE**"); *CRNA's Practice Standards for Registrants (2023)* ("**CPSR**"); *CRNA's Entry Level Competencies for the Practice of Registered Nurses (2019)* ("**CELCPRN**"); and/or
 - b. Contravenes *CRNA's Professional Boundaries: Guidelines for the Nurse-Client Relationship* ("**CPBG**"), contrary to the *CPSR*.
3. The conduct underlying **Allegations 2, 3 and 4**:
 - a. Contravenes one (1) or more of the following: *CNACE*; *CPSR*; *CELCPRN*; and/or
 - b. Contravenes *CPBG*, contrary to the *CPSR*.
4. The conduct underlying **Allegation 5**:
 - a. Contravenes one (1) or more of the following: *CNACE*; *CPSR*; *CELCPRN*.

THIS NOTICE IS ISSUED BY:



Amy Payne, Hearings Director

COLLEGE OF REGISTERED NURSES OF ALBERTA
PURSUANT TO SECTION 77 OF THE HEALTH PROFESSIONS ACT